

FACULTY AND PROFESSIONAL UNION NEWSLETTER

AFT LOCAL 1990

(AFL-CIO)

MAY 1988

**GENERAL MEMBERSHIP MEETING
TUESDAY, MAY 10, 4:00 P.M.
POWELL 134A**

NEW LOCAL 1990 OFFICERS ELECTED

New officers of AFT Local 1990 were elected at the general membership meeting held on April 12. The new officers are: president, Susan Griffin, a lecturer in the Writing Program; vice-president, Julia Wrigley, a Senate faculty member in the Education and Sociology Departments; secretary, Kent Lewis, a demonstration teacher in the University Elementary School (UES); and treasurer, Normal Corral, a reference librarian in the University Research Library.

In addition Gloria Busman, a faculty member at the Institute of Industrial Relations was elected grievance committee chairperson; Kate Pecarovich a librarian at the Law Library was elected membership chairperson; Rose Odum, a Senate faculty member in the Nursing Department was elected delegate for the Senate faculty unit; and Robert Medford, a librarian in the Public Affairs Service of the URL, was elected delegate for the Librarians unit.

While several of those elected had previously held some other Local 1990 office, three of those elected--Kent Lewis, Kate Pecarovich, and Rose Odum--had never held any office in AFT Local 1990 before.

Two offices remain unfilled at this time: chairperson of the publicity committee and delegate for the Lecturers' unit. If you are interested in becoming active in union affairs, consider taking one of these positions--contact the new president Susan Griffin.

In addition, Susan Griffin and Gloria Busman were elected to represent AFT Local 1990 to the Los Angeles County Federation of Labor, the umbrella organization of labor unions in the area.

None of the elections was contested. The union constitution and by-laws provide that if nominees are uncontested they shall be elected at a union membership meeting. In the event that there had been two nominees for the same office, a mail ballot election would have been held.

**UNION ALLOCATES
\$1,000 TO STATE COUNCIL,
PRIVATE LEGAL CASE**

Those present at the April 12 meeting also voted to allocate \$1,000 in local union funds to two different causes. Local 1990 voted to give \$500 to assist the state-wide parent union, the AFT University Council.

And the Local also voted to give \$500 to a private law suit seeking to force the university to make available the minutes of a university meeting at which it is alleged a faculty member may have been slandered. Union executive board members argued that the case sought to establish an important right of university workers to university records. Other union organizations are also making financial contributions to the suit.

In addition, at the April 12 meeting Lecturers who were present ratified the Contract Reopener. Out-going president Marde Gregory argued that it represented significant improvements in several areas.

###

**GRIEVANCES:
CURRENT STATUS**

Lecturers from several departments have filed grievances objecting to the failure of the Administration to allocate FTE for 3-year positions. Some departments were not given any FTE for 3-year positions; lecturers now

in their 6th year were told that there was no position to apply for, and that they were thus not eligible for a 6th year review. In other departments, FTE was much less than requested, limiting the number of lecturers who could be given 3-year contracts, even if all were found excellent.

All the grievances filed were denied on much the same basis--the University claims that in determining "instructional need" they are free to include "all aspects of academic planning" including the balance between one and three year appointments and fiscal considerations.

Our response to this "everything but the kitchen sink" approach was to insist that "instructional need" should be related to courses taught by lecturers; replacing a potential 3-year lecturer with a newly hired 1-year lecturer violates the Memorandum of Understanding (MOU). The grievance officers accepted the University's interpretation, so the case now moves to an unfair labor practices suit, filed by the AFT University Council for both UCLA and UC/Santa Cruz.

At least one case was informally resolved, as ESL found sufficient resources to keep their administrator/lecturer employed full-time for next year. Other departments have been badly hurt: Physics will lose their only long-term lecturer, Biology will lose one of three, and

Writing programs will lose seven, including four lecturers evaluated as "excellent".

The quality of under graduate education will also be affected, as these lecturers are some of the most experienced and accomplished teachers at UCLA. No "new blood" can compensate their loss.

The most recent grievance in Writing Programs concerns a lecturer who was not reappointed for the 6th year, in what appears to be an attempt to thin out the candidates for the major review next year. All members of Unit 18 should be aware that the criteria for 1-year reappointments differ from those of the major review. Reappointment should be based on competence, not excellence. (See your MOU, Art. VII.B.2.c).

If any lecturers have been denied 1-year appointments on questionable grounds, please let us know. It's important to fight this latest move to avoid the 6th year review by letting contracts expire in the 4th or 5th year. The union intends to continue to file grievances, unfair labor practices, and take other action to protect all of those in our bargaining unit.

UNION SEEKS TWO NEW STAFF MEMBERS

AFT Local 1990 is seeking a new part-time employee to begin work late this summer or early next fall. The position is union staff person.

The union staff person would recruit new members, put out the union newsletter, help organize meetings and other union events. The staff person would work closely with the president and the local executive board. Previous organizing experience desirable but not absolutely necessary. The staff person job is ten to twenty hours per week at \$15 per hour.

Applicants for this jobs should believe in labor unions, in organizing public employees and professional workers, and should be strongly committed to values of racial and sexual equality. AFT Local 1990 is an equal opportunity employer and welcomes applications from all interested parties.

Those interested in the organizer position should contact Susan Griffin.

###

**AFT Local 1990
Co-Sponsors Visit Of
Nicaraguan Trade Unionists**

AFT Local 1990 voted at the April 12 general membership meeting to co-sponsor a talk at UCLA by three Nicaraguan labor union leaders. The Nicaraguan unionists were to speak at UCLA on April 26, however the U.S. State Department delayed issuing their visas and they were unable to enter the country. Nevertheless the sponsors (AFT Local 1990, American Federation of State, County and Municipal Employees (AFSCME) Local 3235 and the Concerned Faculty) went ahead with the meeting. Two speakers from the Labor Committee on Central America explained why the Nicaraguan labor union leaders could not be present.

This would have been the first stop on the national tour by the Nicaraguans. The tour was organized by Kenneth Blaylock, president of the American Federation of Government Employees (AFL-CIO); James Herman, president, International Longshoremen's and Warehousemen's Union; Henry Nicholas, president, National Union of Hospital and Health Care employees; and William Wimpisinger, president, International Association of Machinists and Aerospace Workers (AFL-CIO).

According to the organizers, "The purpose of this visit is to allow trade unionists of the United States and Nicaragua a chance

to meet each other, and to learn of our commonalities and differences, as well as provide the opportunity to discuss how to mutually support peace and cooperations."

The tour will take place when the Nicaraguans arrive in the United States, and we hope that they will be able to speak at UCLA then.

###

**AFT T-SHIRT
"I PAID MY DUES"**

An attractive union T-Shirt with the AFT emblem on the front and the slogan "I Paid My Dues" on the back, looking like chalk on the blackboard, is now available for \$7.50. Any union member who wants a T-shirt should call Miki Goral.

The shirts will also be available at the May 10 Meeting.

###

Roberta Medford
Public Affairs Service
URL
UCLA
Los Angeles, CA 90024